

Lake County Board of County Commissioners



Workplace Diversity

Changing Demographics



We have become not a melting pot but a beautiful mosaic.
Different people, different beliefs, different yearnings, different
hopes, different dreams.

- Jimmy Carter

Workplace Diversity Program

- Encourages participants to examine diversity issues.
- Diversity program is designed to heighten organizational diversity awareness.
- Improve the workplace environment for all employees.
- All BCC employees are required to attend by end of calendar year 2007.

A Global Perspective

A Village of 100

When one considers our world from such an incredibly compressed perspective, the need for both tolerance and understanding becomes glaringly apparent.



Lake County Statistics 2005

- New employees – 153
- Applications and/or Resumes 2005 – 13,101
- # of Positions – 902
- # of Employees – 827
- Avg yrs of Service – 6.4 yrs
- Age Range – 16 to 83
- Avg Age – 51
- % Men & Women – 59.05% to 40.95%

The C.A.R.E Model

Concern for Others

What do you want and need others to do to show they are considerate of you and your needs?

Appreciation

What do you want and need others to do to show they appreciate you and your participation, your questions and input, or your involvement and attention?

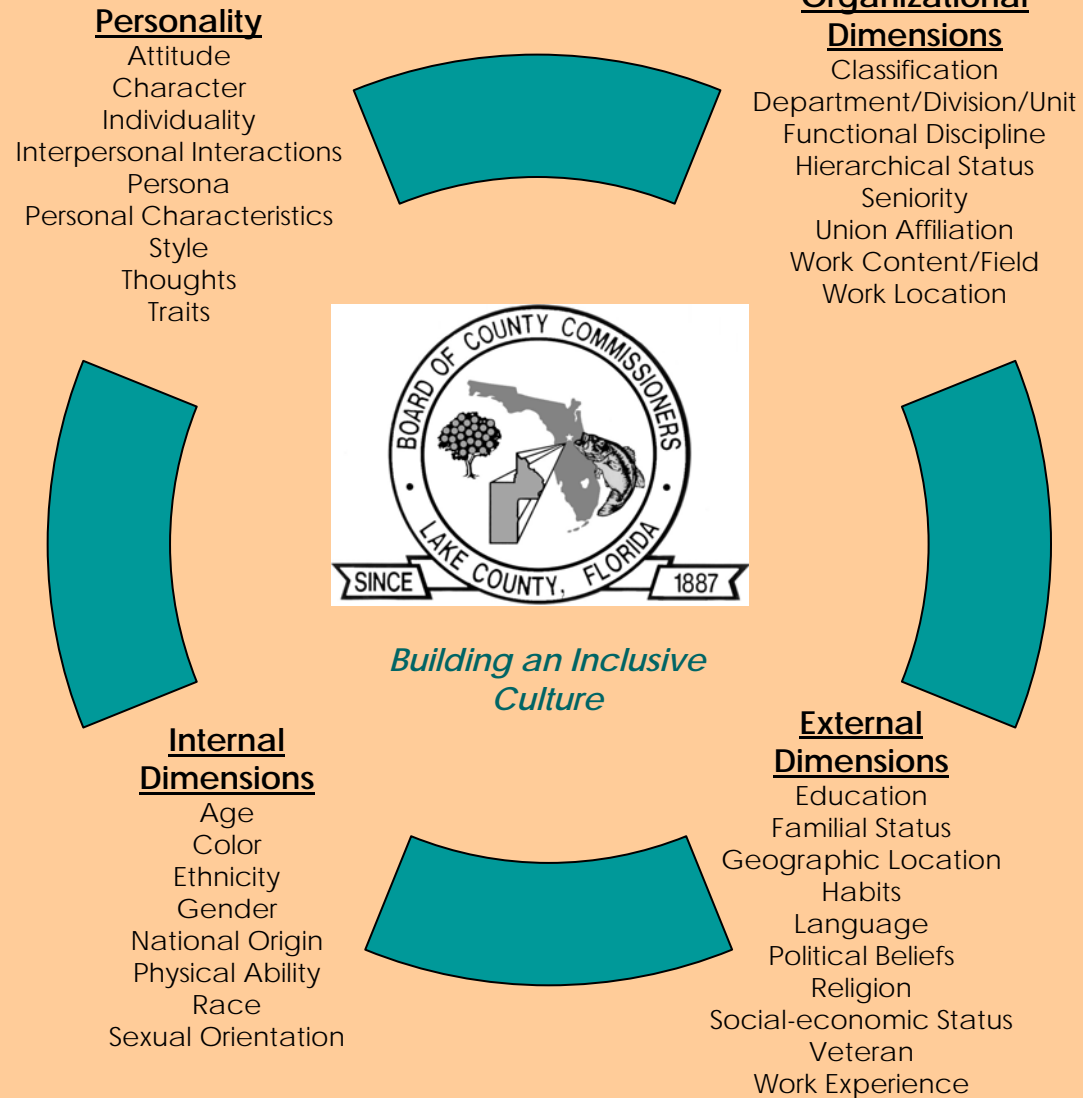
Respect

What do you want and need others to do to show they respect you and your contributions in the workshop, to their learning about you, your culture, and what's important to you?

Empathy

What do you want and need others to do to show they are empathetic?

Diversity Wheel



Benefits

- Attracts talented individuals from differing backgrounds.
- Creates a climate that values diversity.
- Engages people's passions and promotes hi-achieving teams.
- Develops and utilizes all talent.



Wrap-up

- Golden Rule: Treat others as you would like them to treat you.
- Platinum Rule: Treat others as they need or want to be treated.